# Career Pathways
# &
# Sector Strategies

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# Sixteen Career Clusters



- Agriculture, Food & Natural Resources
- Education & Training
- Hospitality & Tourism
- Manufacturing
- Architecture & Construction
- Finance
- Human Services
- Marketing
- Arts, A/V Technology & Communications
- Government & Public Administration
- Information Technology
- Science, Technology, Engineering & Mathematics
- Business Management & Administration
- Health Science
- Law, Public Safety, Corrections & Security
- Transportation, Distribution & Logistics

http://www.careertech.org/career-clusters/glance/clusters-occupations.html

# Career Pathways - Defined

"A series of connected education and training strategies and support services that enable individuals to secure industry relevant certification(s) and obtain employment within an occupation and to advance to higher levels of future education and employment in that area."
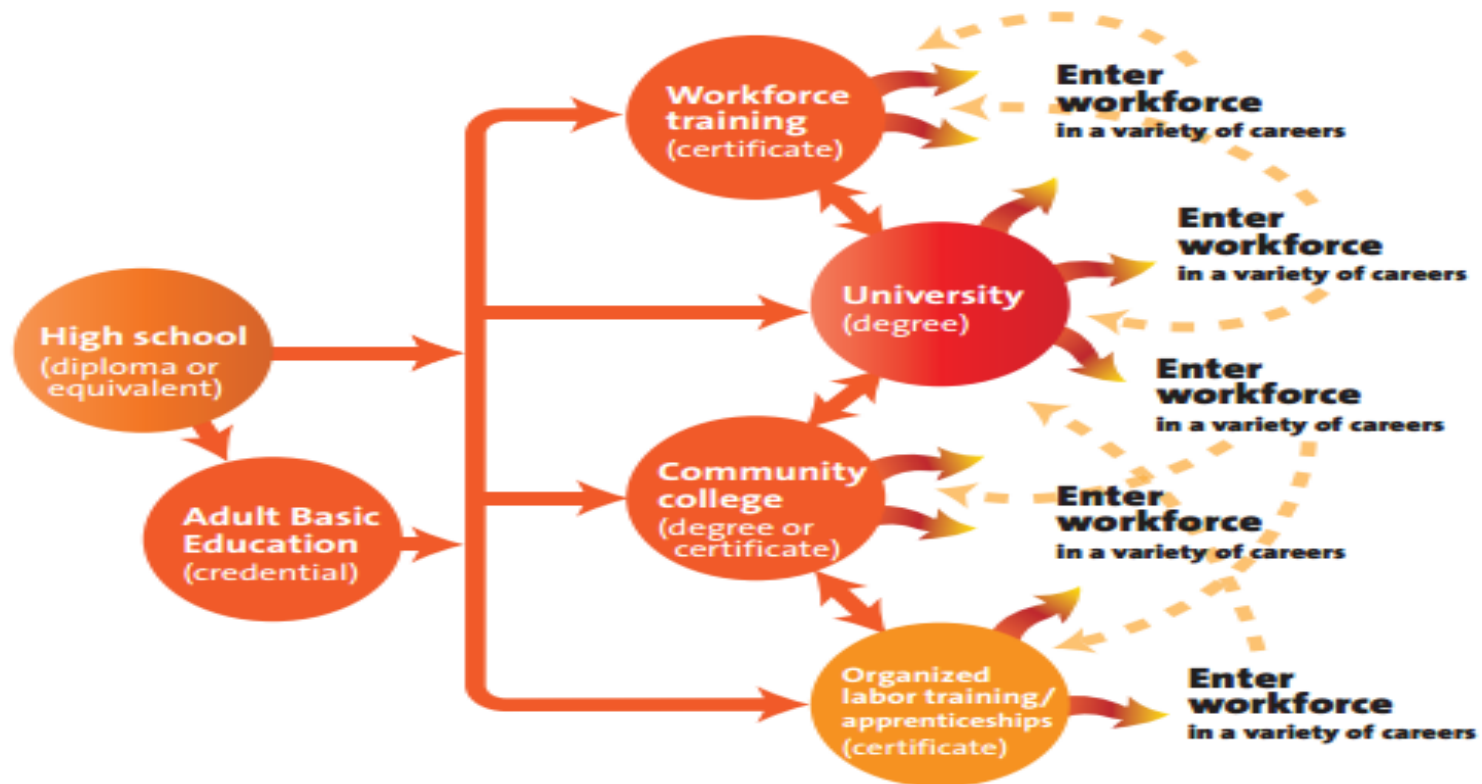
Career pathways – a definition U.S. Departments of Education, Health and Human Services, and Labor (2012). Interagency Letter on Career Pathways.
http://www2.ed.gov/about/offices/list/ovae/ten-attachment.pdf
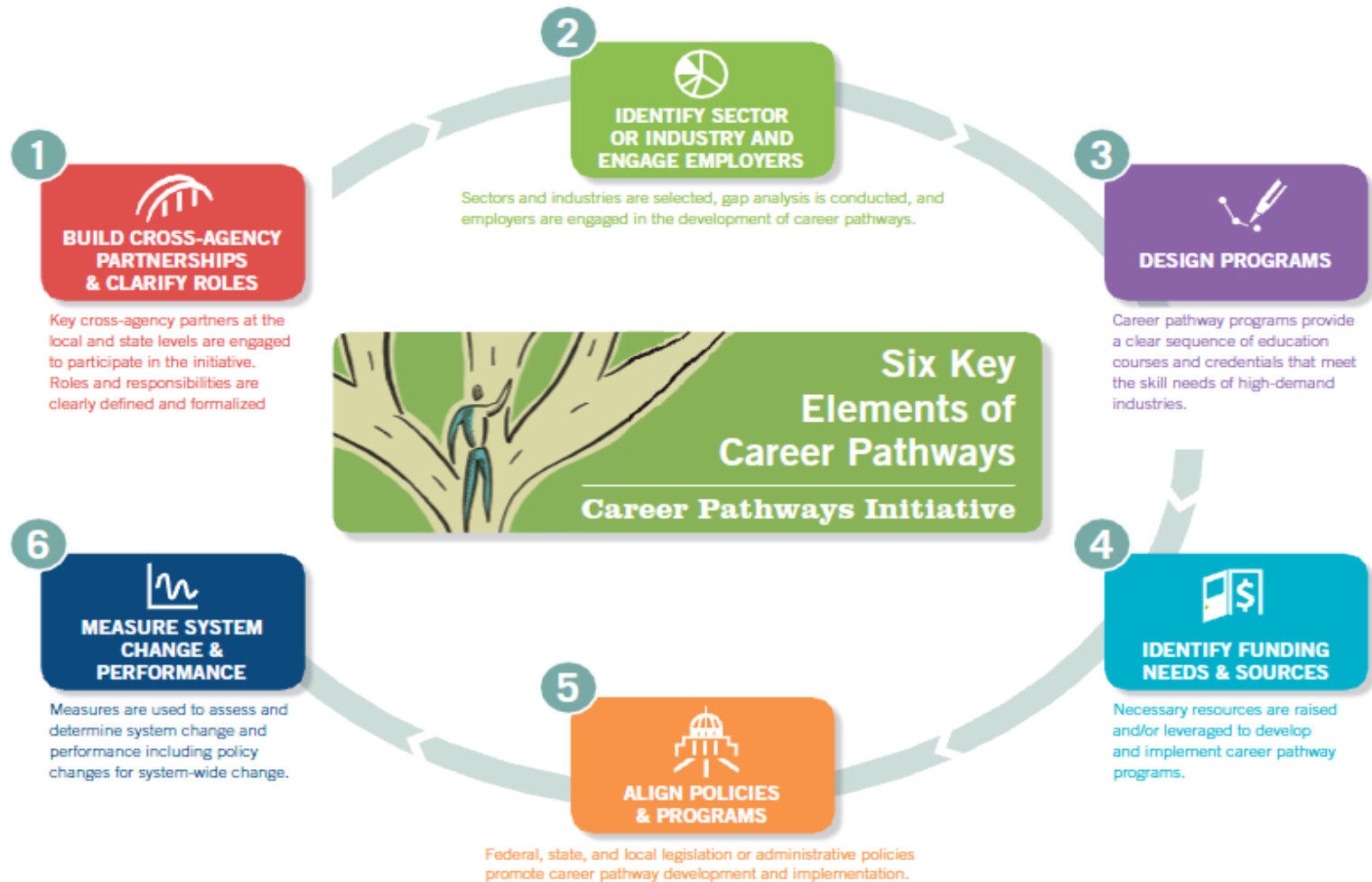
# Career Pathways Coordination



**Career Pathways**

Effective career pathways rely on coordination across education and training programs in order to offer a clear sequence of industry-relevant coursework and credentials to job seekers. Today's education and training programs include online and in-person opportunities.

High school (diploma or equivalent)

Adult Basic Education (credential)

Workforce training (certificate) → Enter workforce in a variety of careers

University (degree) → Enter workforce in a variety of careers → Enter workforce in a variety of careers

Community college (degree or certificate) → Enter workforce in a variety of careers

Organized labor training/ apprenticeships (certificate) → Enter workforce in a variety of careers

After being in the workforce, a person may choose to go back for more credentials to make an upward or lateral career move.

*Illustration courtesy of National Governors Association*

# Six key elements of Career Pathways

U.S. Department of Labor, Employment and Training Administration. (2011). *Six key elements of career pathways: Career pathways initiative. Retrieved from* https://learnwork.workforce3one.org/view/2001134059875592620/info

# Career Pathways System
# State & Regional Models
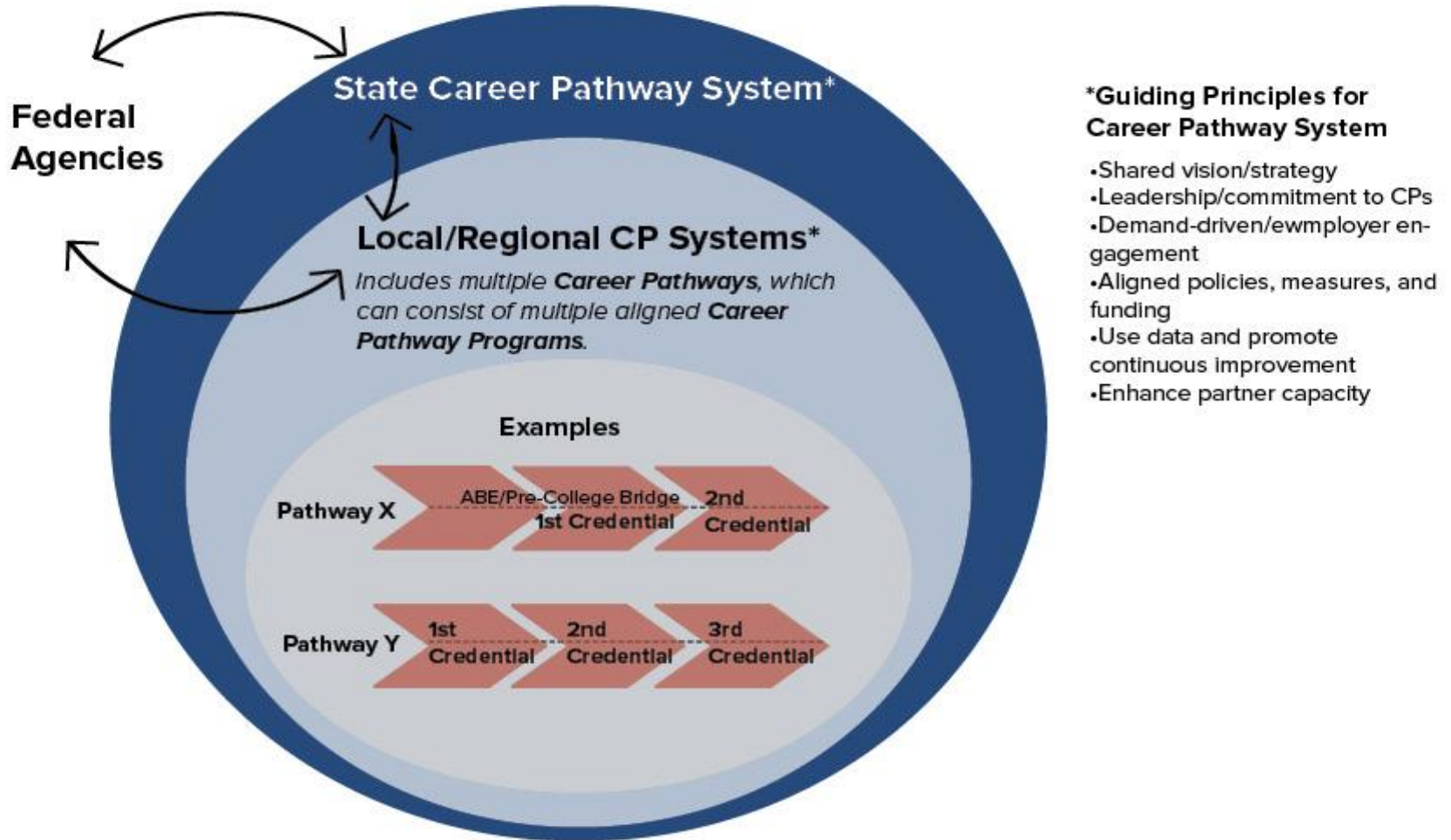


Graphic courtesy of the Center for Law & Social Policy

# Career Pathways and Programs Key Elements
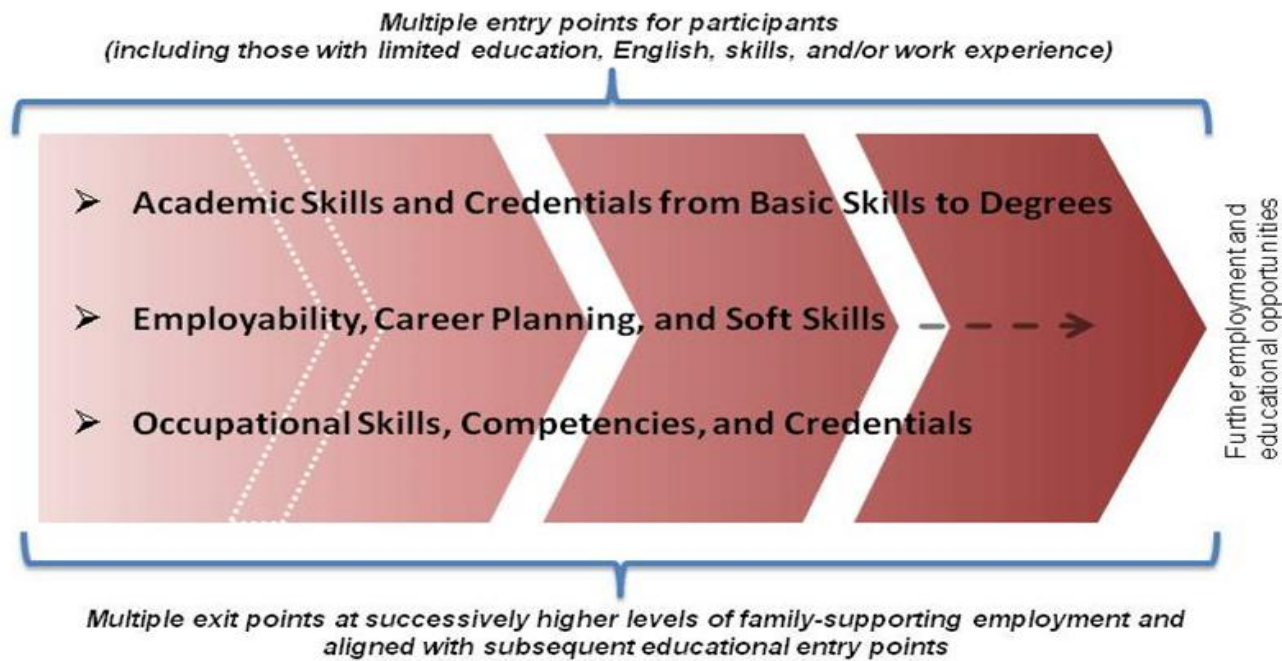


*Graphic courtesy of the Center for Law & Social Policy*

# Career Pathways - Braiding Funds

- Workforce Investment Act (WIA) Title I training funds

- WIA Title II adult education funds

- Governors' WIA discretionary funding

- State general revenue

- Incumbent worker training funds

- Temporary Assistance to Needy Families (TANF) funds

- Vocational rehabilitation funds

- State education funds

- Philanthropic contributions

- Direct employer contributions

- Fee-for-service funds

- Funds from community organizations

*Adapted from: Indiana Institute for Working Families*

# Sector Strategies - Defined

- Sector-based strategies take a **comprehensive, broad-based** approach to **identifying and addressing skills needs** across **key industries within a region** rather than focusing on the workforce needs of individual employers on a case-by-case basis.

  - Key Industry Sectors: **<u>High growth, high wage industries</u>**

- Sector strategies often **result in the formation of industry partnerships**, which are **employer-led** partnerships with support from **workforce development, economic development, and education partners**.

# Focus of Sector Strategies

- Sector strategies **harness industry intelligence** to identify industry needs and **design education and training resources to meet needs.**

- Industry partnerships create plans to:
  - Identify key skill needs of sector: certifications, credentials, degrees required for entry and promotion within sector
  - Provide input into the development of training programs to meet skill needs of sector
  - Establish and support career pathways within sector
  - Identify and align resources for education and training to support sector
  - Establish strategies for measuring success and impact of sector-defined education and training strategies

- They serve to guide efficient investments of public resources and leverage private resources

# Sector strategy partnership members
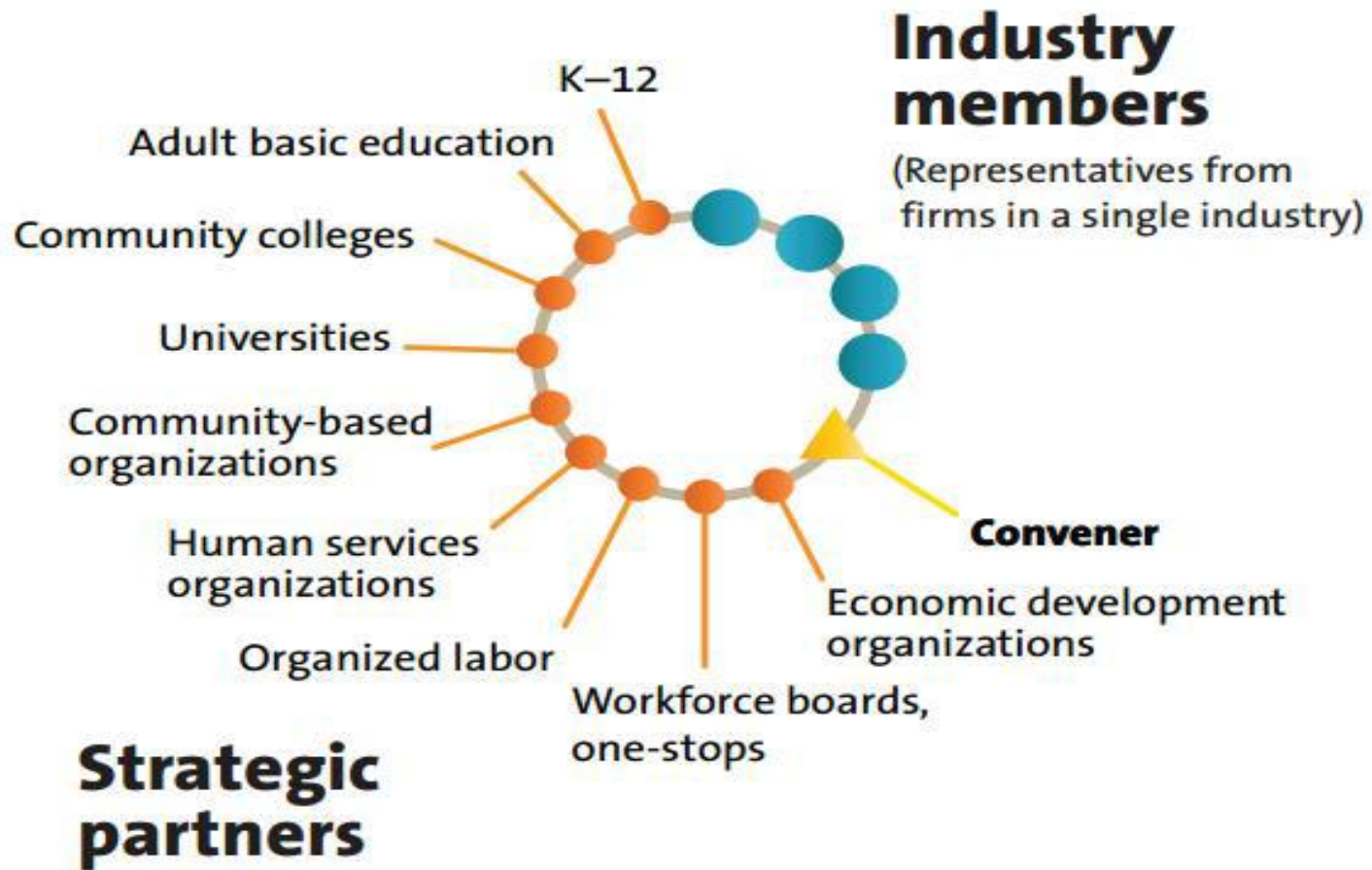


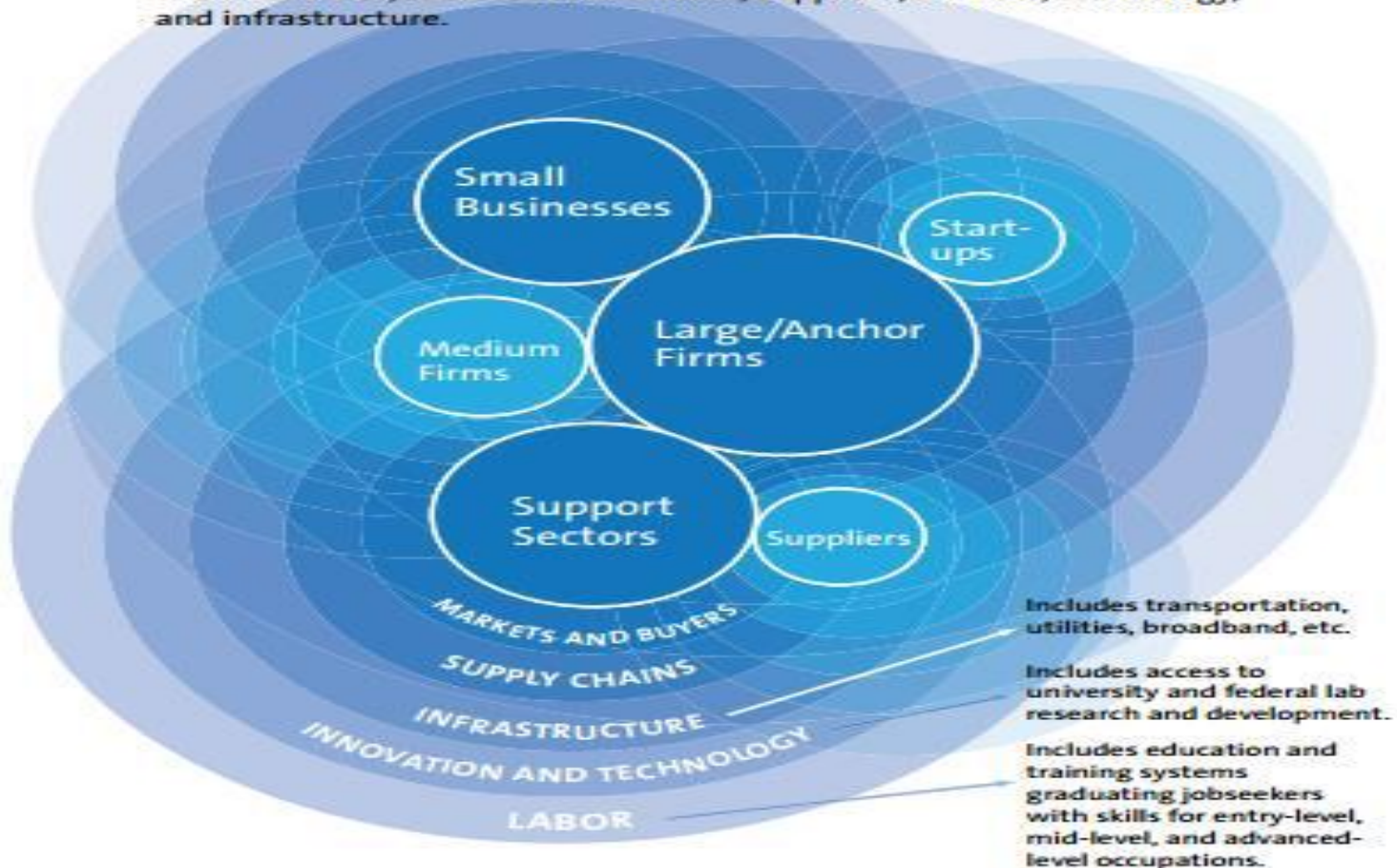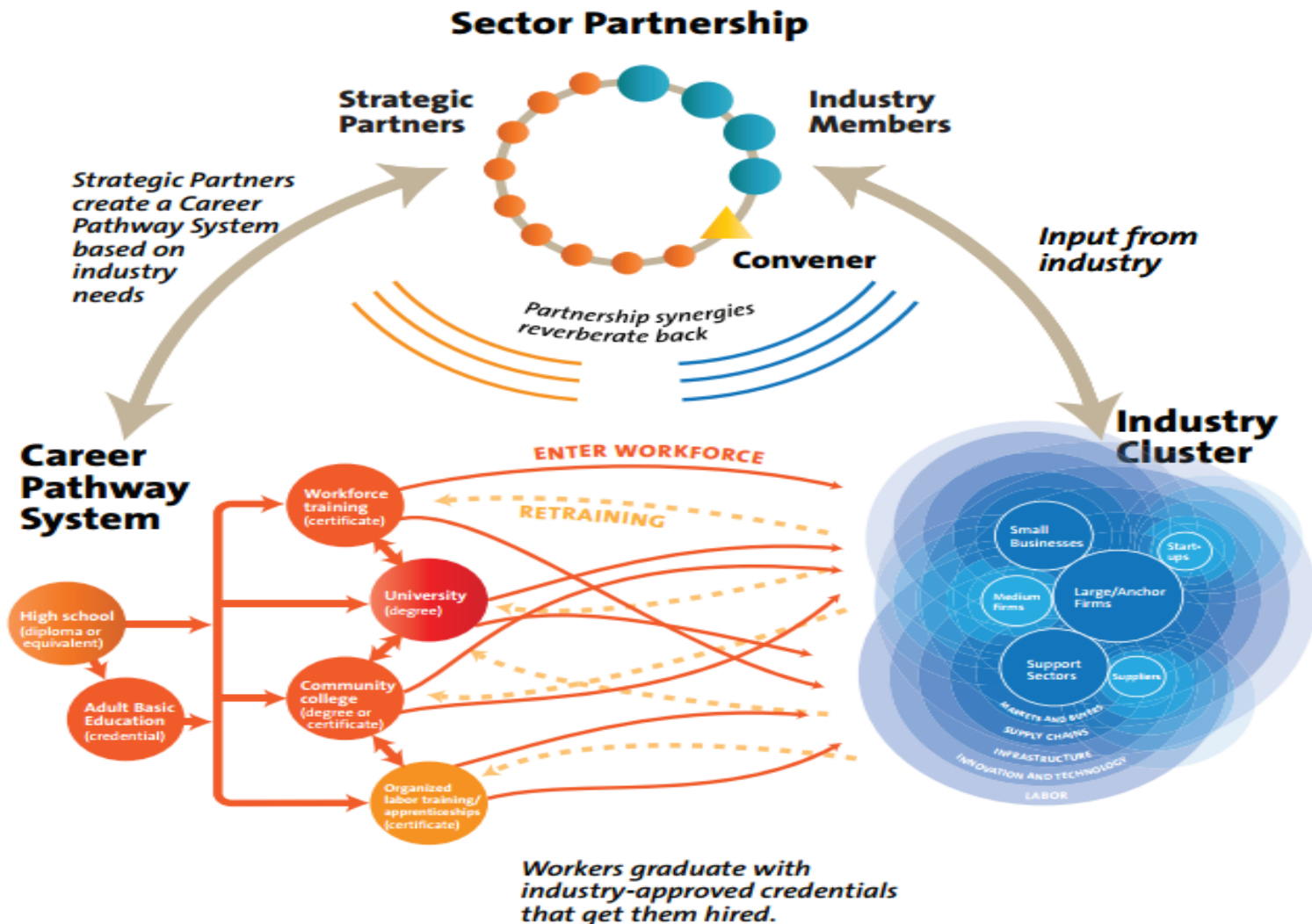*Illustration courtesy of National Governors Association*

# Supporting Industry Clusters



*Illustration courtesy of National Governors Association*

# Career Pathways & Sector Strategies



Illustration courtesy of National Governors Association

# Career Pathways & Sector Strategies

State/Regional/Local commitment to:

- Share vision and overarching strategies

- Respond to local/regional employer needs in key sectors

- Establish metrics toward specific indicators & outcomes

- Align financial/other resources to incentivize coordination across systems

- Contextualize instruction across pathways from secondary (including CTE) to postsecondary education & training

- Offer multiple entry and exit points amid stackable credential continuum for clients of all ages

- Support student transitions and reduce barriers to completion through support services, assessments and counseling

# Colorado's Approach

## Colorado Career Cluster Model

COLORADO COMMUNITY COLLEGE SYSTEM

### Management and Administration
- Administrative Services
- Business Information Technology
- Corporate/General Management
- Human Resource Management
- Operations Management

### Marketing
- Marketing Communications
- Marketing Management
- Marketing Research
- Merchandising
- Professional Sales/Sales Management

### Finance
- Accounting
- Banking Services
- Corporate Finance
- Insurance
- Securities & Investments

### Government & Public Administration
- Foreign Service
- Governance
- Legal Services
- Planning
- Public Management & Administration
- Regulation
- Revenue & Taxation

### Agriculture, Food & Natural Resources
- Animal Science*
- Agribusiness Systems
- Food Products & Processing Systems*
- Natural Resource & Environmental Systems*
- Plant Science*
- Power, Structural & Technical Systems*

### Energy
- Electromechanical Generation & Maintenance*
- Electrical Energy Transmission & Distribution*
- Energy Efficiency & Environmental Technology*
- Fossil Energy Extraction, Processing & Distribution*
- Renewable Energy Production*

*STEM affiliated pathway

### STEM (Science, Technology, Engineering & Math)
See also STEM affiliated pathways noted by *
- Research, Exploration & Innovation
- Design, Development & Application

### Arts, A/V Technology and Communication
- Audio/Video Technology & Film
- Journalism & Broadcasting
- Performing Arts
- Printing/Publishing
- Visual & Design Arts

### Information Technology
- Information Support and Services
- Interactive Media
- Network Systems & Telecommunications*
- Programming & Software Engineering*

**Agriculture, Natural Resources & Energy**

**Business, Marketing & Public Administration**

**STEM, Arts, Design & Information Technology**

### Postsecondary & Workforce Readiness
*Foundation knowledge & skills for all career pathways include:*
- Academic Content Knowledge • Civic Responsibility • Collaboration
- Communication • Creativity & Innovation
- Critical Thinking/Problem Solving • Find/Use Information Technology
- Global & Cultural Awareness • Personal Responsibility • Work Ethic

*Specialized CTE Pathways Include:*
Alternative Cooperative Education (ACE), FACS CORE & World of Work

**Hospitality, Human Services & Education**

**Skilled Trades & Technical Sciences**

**Health Science, Criminal Justice & Public Safety**

### Hospitality & Tourism
- Lodging
- Recreation, Amusements & Attractions
- Restaurants, Food & Beverage Services
- Travel & Tourism

### Human Services
- Consumer Services
- Counseling & Mental Health Services
- Early Childhood Development
- Family & Community Services
- Personal Care Services

### Education & Training
- Administration and Administrative Support
- Professional Support Services
- Teaching and Training

### Health Science
- Biotechnology Research & Development*
- Diagnostic Services*
- Health Informatics
- Supportive Services
- Therapeutic Services*

### Law, Public Safety, Corrections & Security
- Correction Services
- Emergency & Fire Management Services*
- Law Enforcement Services
- Security & Protective Services

*STEM affiliated pathway

### Architecture & Construction
- Construction
- Design & Pre-construction*
- Maintenance & Operations

### Manufacturing
- Health, Safety & Environmental Assurance
- Logistics & Inventory Control
- Manufacturing Production
- Maintenance, Installation & Repair
- Production/Process Technology*
- Quality Assurance

### Transportation, Distribution & Logistics
- Facility & Mobile Equipment Maintenance
- Health, Safety & Environmental Management
- Logistics, Planning & Management Services
- Planning, Management & Regulation
- Sales & Service
- Transportation Operations
- Transportation/Systems Infrastructure
- Warehousing & Distribution Center Operations

*STEM affiliated pathway

Revised February 9, 2010 - www.cccs.edu

# Virginia's Workplace Readiness Skills

# Oregon Community Colleges Roadmaps
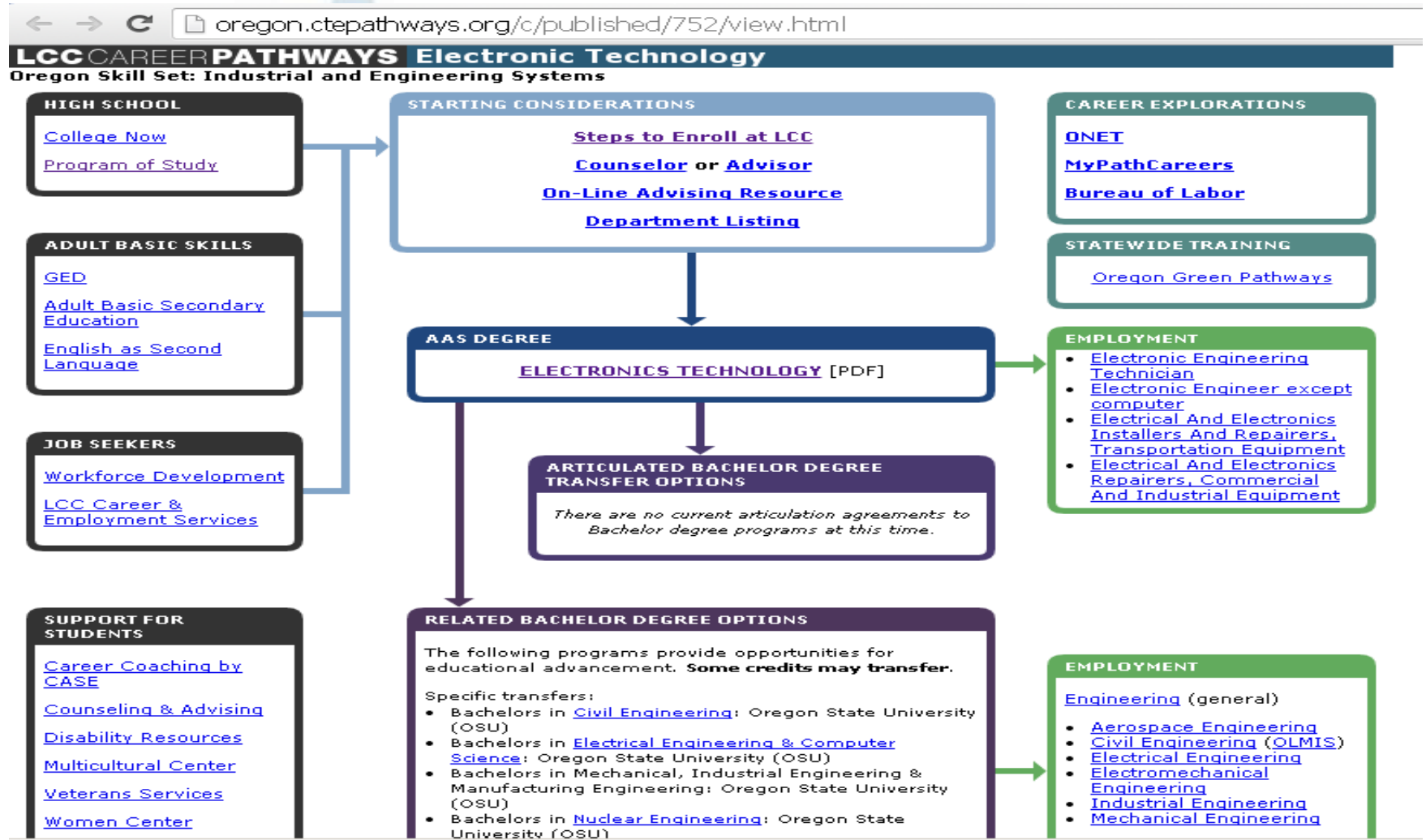
# Indiana's Recent Efforts

- Career Pathways development by DOE

- Indiana Career Explorer

- CHE Focus on Degree Maps and Advising

- Education Roundtable/CELL: EWIN Grants

- Adult Education Transformation by DWD; establishment of WorkINdiana Program in collaboration with DOE, IEDC and Postsecondary partners; early efforts and outcomes formally cited:
  - Joyce Foundation, Shifting Gears Report
  - Center for Law & Social Policy (California Study)

# Indiana's Opportunity

**Indiana Career Council**

- **Alignment & coordination of education & training activities** in the context of Career Pathways along Sectors to meet industry demand
  - Skills Gap Analysis and Asset Mapping
  - Incorporate efforts among partners in K-12, Postsecondary, Economic and Workforce Development
- **Oversight & Administration of IWIS** to inform sector focus and offer clients much more informed choice in education & training leading to identified employment

**Works Councils**

- Regional Consortia model with employer-led focus on CTE alignment to meet industry needs
- Explore alternatives ways to meet industry needs